CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — June 2000 # 185

Tom Leedham Launches Teamster Campaign

Teamster reform leader Tom Leedham declared his candidacy for Teamster General President on June 1, outlining a program based on rank and file power as the key to moving our union forward and organizing Teamster industries.

"Our message to Teamster members is that you are the future of this union," Leedham said. "Celebrity union politicians don't scare corporate America. Informed and mobilized working families do. We need to unleash the power of the rank and file."

From Rank and File to National Leader

Tom Leedham doesn't just talk about the rank and file; he started out working in a Portland, Ore., warehouse 23 years ago. His union involvement led him to be elected steward. By 1984 he was a union representative and in 1986 he was elected secretary-treasurer of Local 206. The members have four times re-elected him by wide margins.

Leedham served as Teamster Warehouse Division Director for six years and also served as an International Vice President. He played a leading role in the abolition of the Area Conferences, useless union structures that paid 63 multiple salaries to old guard officials.

In 1998 he took on James Hoffa, who had the support of the vast majority of fat-cat officials, and took 40 percent of the vote in his first run for the Teamster presidency. A third candidate, John Metz, took six percent. Hoffa won it, on a promise to "cut officers' salaries" and "restore the power," but Leedham won in 20 states and some 160 locals.

Why Declare Early?

Although the ballots will not be mailed to all 1.4 million Teamster members until October 2001, the overall election process has already begun.

This summer the Leedham campaign will be petitioning among Teamsters from coast to coast to gather the nearly 40,000 names needed to become an Accredited Candidate. Beginning in October 2000, the *Teamster* magazine will begin to print uncensored pages for accredited candidates, to help members discuss the future of our union. ***Teamster members will have a choice.***

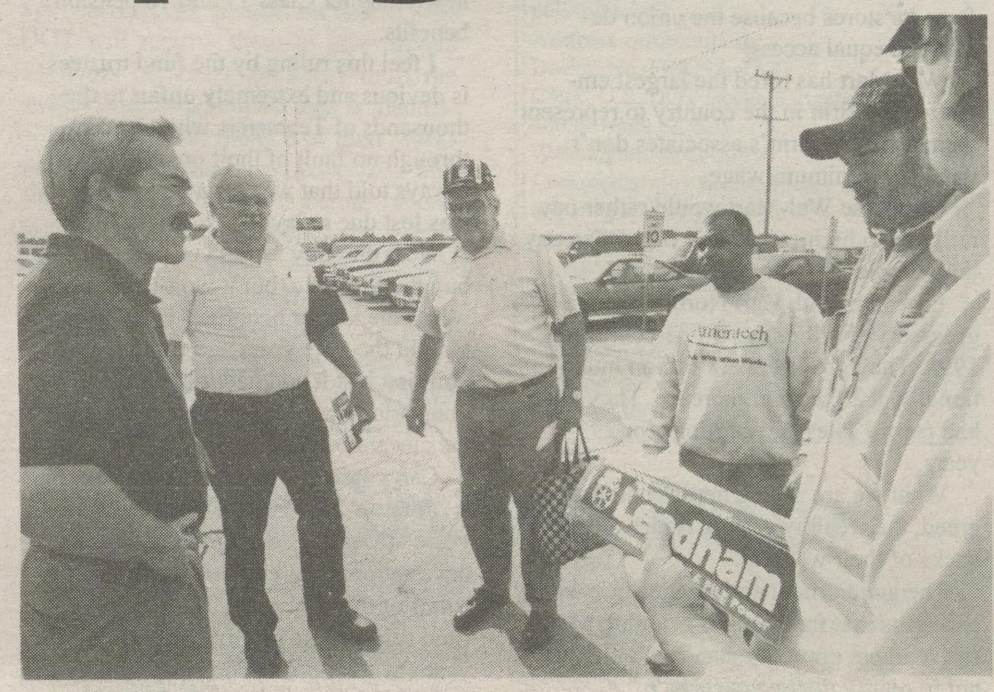
Delegate elections will also be held this year in a number of locals, although the majority of local unions will elect delegates in early 2001. These elected delegates will comprise the highest body of our union, the Teamster Convention, to be held in June 2001.

Leedham is also starting the process of assembling a team of candidates to run as a slate. He intends to emphasize diversity, experience, unity, and a commitment to reforming the union, not personal power or wealth.

Teamster Reform Movement Support

Teamsters for a Democratic Union (TDU) is backing Leedham. The TDU Steering Committee was directed by the TDU Rank & File Convention last November to interview and endorse a candidate. Unlike in 1998, when TDU members debated various options, the choice for 2001 was easy. Tom Leedham is the recognized leader of Teamster reform and has a proven track record of accomplishments behind him.

TDU has worked for 24 years to bring democracy and strength to our Teamsters Union, as an independent voice of the rank and file. TDU encourages Teamsters to get involved in the campaign and consider running for delegate in their local union..



TOM LEEDHAM, left, talking with Teamster members while campaigning in 1998.

At stake is the future of the Teamsters Union. The old guard officials around Hoffa are talking about "unity" but what they mean is there should be no choice for Teamster members. They want to see Hoffa run unopposed and then do away with members' right to vote when the consent order ends.

Tom Leedham is leading the battle for our future.

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Letters From Our Members

Wal-Mart's Corporate Greed

I recently read in the *New Castle News* that Wal-Mart, the nation's largest private employer with 885,000 employees, is closing its meat cutting departments at 180 stores because seven butchers in Jacksonville, Texas, joined a labor union.

Wal-Mart is so opposed to unions that it barred Salvation Army charity workers from its stores because the union demanded equal access.

Wal-Mart has hired the largest employer law firm in the country to represent them. I bet the firm's associates don't work for minimum wage.

Of course Wal-Mart would rather pay millions to high-priced law firms than pay their employees a living wage.

Last year Wal-Mart North America grossed $95 billion, up 14 percent from 1998. They grossed $138 billion internationally, a 20 percent increase. They have had record sales and earnings for 29 years.

What we are seeing here is corporate greed, the wealthy getting richer off the backs of their workers.

The government and big business keep telling us that free trade is bringing Mexican workers up to our standard of living, but in reality the reverse is true.

Dave Gaibis
New Castle, Pa.

Important to Keep the Pressure On

Ever since I joined TDU after the UPS strike, I have come to understand the importance of an organization like TDU in keeping the pressure on all union officials, reformers and old guard alike.

I would like to see more educational articles in *Convoy Dispatch*. The educational articles (members' rights against the company) show our brothers and sisters that TDU is not just about attacking Hoffa, but about education.

Alberto Rivadeneyra Jr.
Local 63, UPS part-time
Los Angeles

'94 Pension Rules Hurt Members

A 1994 contract ruling states that pension self-payments made for time lost before 1994 cannot be used for the newer, higher Class 17 and 18 pension benefits.

I feel this ruling by the fund trustees is devious and extremely unfair to the thousands of Teamsters who lost time through no fault of their own. We were always told that we could buy time that was lost due to layoffs, sickness, etc.

Now they say "sure, you can still buy the lost time, but it won't count towards the higher benefits." Even if you bought the time years ago right when you first lost it and had it credited on your printout, it still doesn't count for the current benefits!

Can you believe that?

I'm now 58 years old and have 31 years in Central States. Because of the devastation of deregulation I lost 10 and a half of those 31 years. The pension fund said I could buy five of those last years, with interest. The interest totaled over half the amount I would have to pay. My plan was to buy five years on top of the 20 years of contributory credit I have now and get the new 25-and-out pension of $2,500 per month. But the fund told me I could only use the 25-year total towards old pension benefits negotiated before 1994.

How outrageous — now we have divided contributory time! Some used for old pensions, and some for the new. You can pay for lost time, plus a considerable amount of interest, and it still doesn't count towards the current benefits.

Instead of helping the thousands of Teamsters who lost time because of company closings and layoffs due to deregulation, our pension fund has figured out a sneaky way to hurt them even more by inserting loopholes to cheat them out of their rightful benefits.

I call on other Teamsters—especially those affected by all this—to call or write the Central States Pension Fund and TDU and let your feelings be known.

R.A. Sajovic
Local 24, Consolidated Freightways
Akron, Ohio

TDU International Steering Committee

Co-Chairs:
Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Gillian Furst, Minneapolis Local 1145
Ashley McNeely, Minneapolis Local 2000
Joyce Mims, Atlanta Local 728 spouse

Members:
Alex Adams, Cleveland Local 407
Homer Lambert, Chicago Local 743
Matt Latzo, Baltimore Local 355
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Willie Smith, Columbus Local 413
Chris Sullivan, New York City Local 237

Alternates:
Raul Rodriguez, Jr., Los Angeles Local 630
Rob Hermann, Baldwinsville, N.Y., Local 1149
Erik Jensen, Minneapolis Local 320

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. TDU can be contacted by e-mail at: tdudetroit@igc.org or on the World Wide Web at: http://www.igc.org/tdu/

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336. E-mail: tdueast@igc.org

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TDU Meets

ASHTABULA, OHIO
Last Saturday every even month
Saturday, June 24, 1 p.m.
Geneva Country Kitchen
1741 Route 534 at I-90
Geneva, Ohio
For information call 330-797-1541

BALTIMORE/WASHINGTON, D.C.
Third Sunday every odd month
Sunday, July 16, 2 p.m.
Location to be announced
For information call 301-317-4030

CHICAGOLAND TDU
First Sunday every even month
Sunday, Aug. 6, 2:30 p.m.
UNITE Hall, 333 South Ashland
Corner of Ashland & Van Buren
For information call 773-486-3831

GEORGIA
P.O. Box 6308
Marietta, GA 30065
e-mail: GATDU@aol.com
Second Saturday each month
Saturday, July 8, 10 a.m.
Location to be announced
For information call 718-624-7746

NORTHERN CALIFORNIA
Third Saturday every odd month
Saturday, July 15, 10 a.m.
Dimond Branch
Oakland Public Library
Fruitvale and MacArthur
Oakland, Calif.
For information call 707-426-5310

SOUTHERN CALIFORNIA
First Sunday every even month
Sunday June 25, 10 a.m.
Sunday, Aug. 6, 10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call 562-694-5831 or 760-951-4949

BADGER STATE TDU
Saturday, June 3, 10:30 a.m.
Sue's Bayview Bandwagon
2463 South St. Clair,
Milwaukee
For information call 414-965-3713

YOUNGSTOWN, OHIO
Last Saturday every odd month
Saturday, July 29, 2 p.m.
Denny's Restaurant
4927 Mahoning Ave.
Austintown, Ohio
For information call 330-797-1541

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1999 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Hours of Service Proposal Draws Fire

The DOT's proposed rules to change hours of service regulations for truck drivers are drawing fire from all sides. "You won't find anyone who supports this draft," said Kenneth Wykle of the DOT's federal highway administration. "Each party will object to a different part," he said. And, indeed, he seems to be right.

The American Trucking Associations is leading a coalition of industry groups who are loudly complaining that the new rules are unduly restrictive, too costly, and will require an additional 180,000 trucks on the road. Safety advocates, on the other hand, complain that lengthening the time a trucker may be forced to drive each day will lead to greater fatigue and jeopardize the safety of truckers and the motoring public.

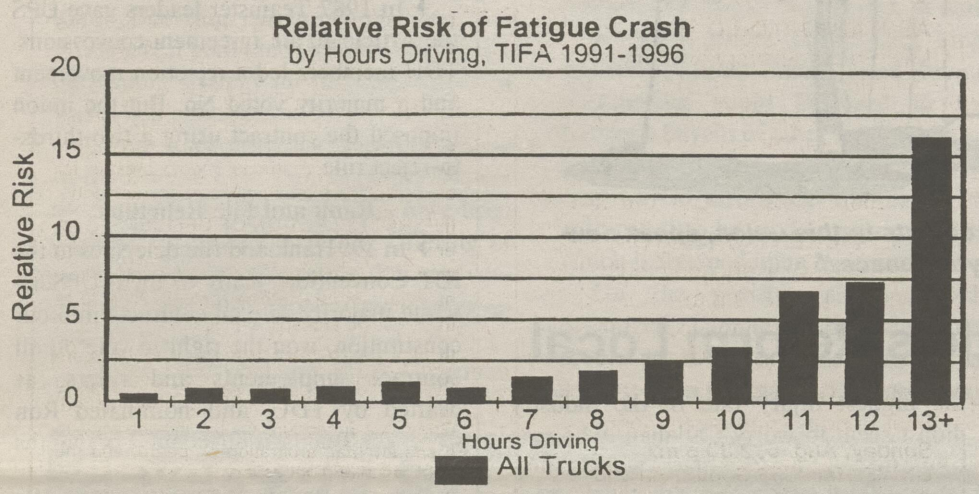
The proposed rules would be based on a 24-hour cycle instead of the current 18. Drivers would be restricted to 14 hours on the clock, two of which must be spent on breaks in increments of no less than a half hour, and 10 hours off duty. No distinction would be made between driving and other on-duty time.

The proposal is designed to give drivers the roughly eight hours sleep that researchers have found is needed each night. Other research cited by the agency suggests that a driver's crash risk increases after 12 hours of duty, while the risk of fatigue-induced crashes increases late at night.

"Black boxes" to facilitate enforcement would be phased in. Carriers operating more than 50 trucks would have two years to install the recorders, while smaller carriers and owner-operators would have up to four years. To encourage carriers to install recorders, the DOT will require them to give drivers 14 hours off every 24 hours until the switch from handwritten logs is made .

In addition, at the end of their workweek drivers must have between 32 and 56 consecutive hours off before reporting for duty. This must include at least two consecutive nights where they can get sleep between midnight and 6 a.m.

No changes are proposed in the maximum hours a driver can work in a week. These would remain at 60 hours in seven days or 70 hours in eight days.



How to Comment on New Hours of Service Proposal

The DOT has afforded everyone affected by the new Hours of Service proposal two ways in which to offer their comments on the proposed changes. All comments must be offered within the 90-day Open Period of Comment, which ends July 31, 2000. The DOT vows that there will be no extension of this period. Comments may be made either in written form or as testimony at one of seven planned public hearings.

Address comments to:
Docket No. FMCSA-97-2350
Clerk, U.S. DOT Dockets, room PL-401
400 Seventh St. S.W.
Washington, D.C. 20590

Comments may be submitted online at:
http://dmses.dot.gov/submit/BlankDSS.asp.

All comments must show the above docket number and be signed.

The DOT has also scheduled hearings for public comments. For locations, contact the web site above or call TDU at 313-842-2600.

U.S.-Canada Border

Carhaulers Fight to Protect Rights, Stop Concessions

Teamster carhaulers in Michigan and Ontario are joining together to defeat an illegal deal made by the International union and three locals to bust the border protection agreement contained in our contract. It seems that the same James Hoffa who says he wants to protect us from corporate free-trade deals is quick to give one to Allied Systems,.

On May 10 a side letter was signed with Allied gutting Article 28 of the National Master Auto Transporters Agreement, and Article 16.9 of the Eastern Canada carhaul contract. This side agreement allows Allied to dispatch U.S. carhaulers to deliver cars to dealers across Ontario to the Toronto area. Cross-border final delivery of vehicles is expressly prohibited by both agreements, to protect jobs. On May 18, Detroit Local 299 carhauler Jim Carothers filed charges against Hoffa and locals 299 (Detroit), 938 (Ontario) and 332 (Flint) for giving Allied the job-busting concession without allowing carhaulers to vote on it. Article 12, Section 2 of our IBT Constitution requires a secret-ballot vote before any midterm contract concessions.

As we go to press, Hoffa has not voided the deal or allowed a vote. Local 299 did respond by promptly holding a mail ballot of Allied Local 299 members, which will be tallied on June 2. But this is a one-barn vote on an issue that could potentially impact thousands of carhaulers. Only the International Union has the power to modify the master contract language, not individual locals.

The concession is only for Allied, and only for 30 days. So why not just look the other way? Carothers responds to that by saying, "If they can break the border protection even briefly, think about what can happen in the future at the Canada-U.S. and U.S.-Mexico borders. Most concessions start small, and when they become big it's too late to stop them."

A delegation of Ontario carhaulers visited the Detroit Local 299 carhaul meeting on May 15, and were warmly received. A large number of Local 938 carhaulers have filed charges in conjunction with those filed by Carothers.

So while the Hoffa administration is giving Allied the green light to play Canadian and U.S. Teamsters against each other, rank and file carhaulers are uniting across the border. That's the solidarity that will protect our jobs and defend our rights.

For a copy of the side-letter agreement and the charges filed, contact TDU.

Allied Crying Poor

The Allied Automotive Group, the largest carhaul company in the world, is crying poor. How can a company whose revenues went from $582 million in 1997 to $1.03 billion in 1998 and up another 5.3 percent to $1.08 billion in 1999 be claiming poverty and hinting that they want concessions from Teamster ?

TDU took that question to an economist for an analysis of Allied's situation. The corporation does have some financial problems, but if anyone is to blame it certainly isn't the people who haul the cars.

Allied's biggest problem is that it financed its acquisition of the Ryder Automotive Group in 1997 — which doubled the size of the company — with borrowed money, and the interest rate on Allied's debt has been rising. Thus, even though the company had an operating profit (revenues minus operating expenses) of $29.9 million last year, net profits were only $1.55 million. Almost all the operating profit went to pay the banks and bond holders who financed Allied's takeover of Ryder. And Allied is not working off its debts; instead its long-term obligations went up nearly $40 million last year.

Of course Allied is still profitable eve after paying its lenders for the expansion but not at the rate they would like.

Allied's 97.2 percent operating rati (revenues divided by operating expenses indicates other problems. Although Al lied drivers hauled 12.5 million cars an trucks in 1999, a 6.8 percent increase over 1998, revenue per load declined. Allied management says this problem was due to fewer units per load: too many pickups and SUVs, and that late in 1999 they adjusted rates to correct it. Rising diesel prices didn't help either.

But the problem was distinctly not rising wages and fringe benefit costs. Any increase there had a tiny impact on corporate profits: Allied's labor costs increased from 53.3 percent of revenues in 1998 to 54.1 percent in 1999, a change of only 0.8 percent.

Allied management would love to get back to double-digit profit rates at the expense of its Teamster employees. But any concessions they could force on Teamster employees would not help their debt situation a bit.

UPS Logistics Shifts Carhaul Work to Nonunion Fleetcar

An initial report on the UPS Logistics/ Ford Alliance comes from Norfolk, Va., and the results are not promising. UPS completed an evaluation of Ford traffic out of Norfolk. Fleetcar has been given 17 ramps formerly handled by Teamsters. It now handles traffic headed to Florida, Michigan, Chicago and other destinations. On May 5, 10 drivers were laid off. When asked about the loss of Teamster work, division head Doc Condor said nothing could be done.

Of roughly 900 units moving from Norfolk, Teamsters now move only about 150. The rest are railed or shipped via Fleetcar.

When will the IBT start fighting to save Teamster carhaul jobs? .

'UPS is enjoying a love fest with Hoffa.'

'In Love with Hoffa,' Traffic World magazine, May 1, 2000

UPS management is so confident of their cozy relationship with James Hoffa that they are crowing about it in industry publications.

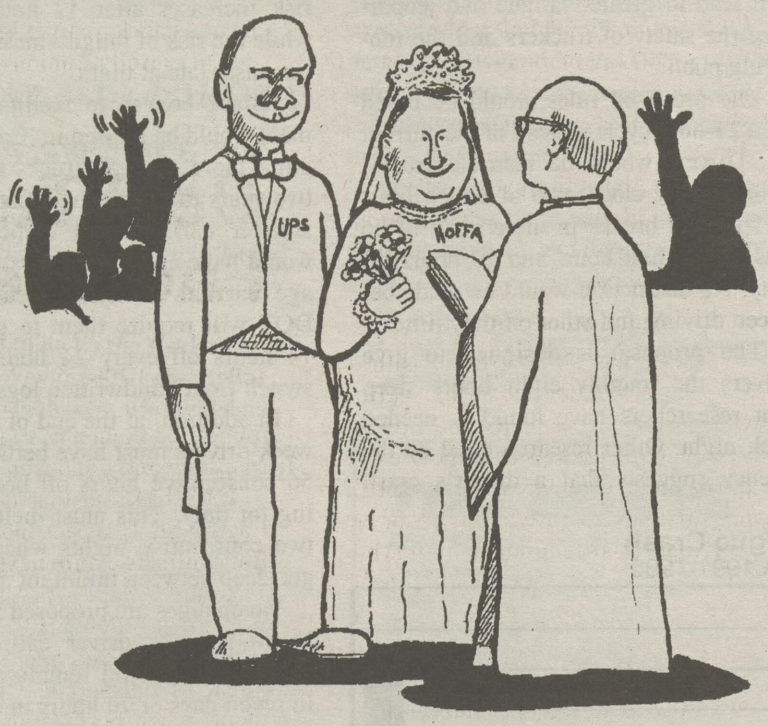
Traffic World reported that Thomas Weidermeyer, a senior member of the UPS negotiating team, bragged at a recent management conference, "We are in a period of understanding and mutual cooperation ... the internal things — grievances, settlements of disputes — have all gone well."

This is just about as close as any labor negotiatior says to 'I love you,' " *Traffic World* said.

'Taking Credit for Someone Else's Work'

The senior UPS negotiator also expressed his admiration for Hoffa's efforts to portray himself as a tough labor leader. Weidermeyer called Hoffa shrewd for "taking credit for creating 2,000 new full-time jobs at UPS, even though it was the Carey-engineered strike that caused UPS to sign on to such a pledge."

Traffic World credited Hoffa's "public relations expertise of taking credit for somebody else's work."



"If anyone here objects to this union, speak now or forever hold your peace."

Love Affair Has Long History

The love affair between top UPS management and top Teamster officials like James Hoffa and Parcel Director Dick Heck is not a new relationship. It began decades ago, and is detailed in a new book entitled *Rank and File Power at UPS*. Here are a few important points in that history.

- In 1982 IBT President Roy Williams gave UPS $8 an hour two-tier, part-time wages, and the big shift to part-time work began.
- In 1984 Jackie Presser negotiated secretly with UPS and made a private deal, using the bonus-as-bait. TDU members went to court and had his sneak-attack ballots impounded and ruled illegal. Presser later got his deal ratified.
- In 1987 Teamster leaders gave UPS the Article 40 air agreement concessions. TDU members led a rejection movement and a majority voted No. But the union imposed the contract using a two-thirds-to-reject rule.

Rank and File Rebellion

- In 1991rank and file delegates to the IBT Convention, many of them UPSers, wrote majority rule on contracts into our constitution, won the right to vote on all contract supplements and riders, as drafted by TDU, and nominated Ron Carey for Teamster president. Six months later he was elected.
- In the 1993 and 1997 contracts. We won gains in our rights such as innocent till proven guilty, a grievant's bill of rights, and record pension improvements.
- In 1997 UPS Teamsters showed the whole labor movement how to win. Our strike won 10,000 new full-time jobs and other contract gains, with no concessions.

UPS Management Backs Hoffa

In 1996 UPS went to work to get the old guard back in power.

- In 1996 the Election Officer (EO) discovered that UPS had illegally donated to the Hoffa campaign through its lobbyist, a former Teamster official. In 1997 the EO discovered that UPS management illegally distributed pro-Hoffa materials nationally through its computer system to distribute to Teamsters.

Hoffa Returns the Favor

No wonder UPS is in love with Hoffa, and openly bragging about it. When UPS used a rail merger problem to illegally subcontract our jobs, the Hoffa administration not only blessed the company, but mailed every member a newsletter saying it was a good thing. After thousands of Teamsters grieved and petitioned, UPS subcontracting quieted down. Hoffa has still done nothing to win the grievances for six months of violations.

Hoffa is up for election in 2001. UPS will want to keep their lover in office. But management can't vote, and 200,000 UPS Teamsters can. Contact TDU to find out what you can do now.

IBT Official Endorses Team Concept at UPS

Safety Hijacked at UPS to Target Seattle's Reform Local

Dan Dzilenski
Local 174, UPS Steward
Seattle

IBT Small Package Representative Trish Callahan came to a UPS Safety Meeting in Seattle on May 12 to support UPS's efforts to strait-jacket elected rank and file safety committees.

In her remarks to the meeting's attendees, which included both UPS management and Teamster members, Callahan announced that she had "come to the realization that constantly resisting UPS was not in the members' best interest." Callahan seemed to endorse UPS's CHSP initiative, which many members feel has been used to blame on-the-job injuries and accidents on workers with "bad attitudes." UPS has also used the program in some areas to shift responsibility for safety from management to "safety-police" co-workers.

Apparently, Callahan has chosen to ignore the concerns that have been raised by labor leaders elsewhere, who warn against this behavior-based approach currently favored by some employers, which features peer evaluations and award incentives. In a recent *Wall Street Journal* article (3/7/00, p.1), James Howe, a United Auto Workers (UAW) safety official states that these programs can lead to "massive under reporting of hazards while failing to address widespread ergonomics-related injuries."

In the same *Wall Street Journal* article, UAW industrial hygienist James Frederick states that "accident data compiled by the United Steelworkers of America over 20 years show that management decisions resulting in excessive overtime, lack of training, or job-assignment changes cause most injuries."

The fact that UPS employees have the highest injury rate in the industry didn't seem to worry Callahan, who was comforted by the fact that, "while injury rates are still rising, they are not rising at such an alarming rate."

'True Commitment to Safety?'

Apparently, attending the meeting was all Callahan needed to make the observation that she saw "true commitment to safety here today." I'm not sure whether it was the abundance of colorful banners, or the M&M treats in "Happy Back" Rx pill bottles which Callahan believed would bring comfort to the UPS workers who bring home their aches and pains to their families after ten-hour days.

Besides running up the white flag on safety, Callahan used the company's podium to make glowing remarks about a Safety Council members, a former Local 174 BA who is forming a slate with other Hoffa supporters to take on reformer Bob Hasegawa in next fall's election.

Apparently, Callahan thought there was nothing inappropriate about using a company meeting for the purposes of a thinly veiled political endorsement.

And why should she? Earlier in the meeting, the former BA had been publicly stroked by none other than Ed Lenhart, the UPS labor manager who is most famous for his 1997 pre-strike comments calling UPS Teamsters "little nobodies."

Under the previous administration the Teamsters were one of the few unions to successfully fight the imposition of team concept. Now, under the Hoffa administration, we are embracing these union-busting schemes. No wonder UPS loves this guy.

Alabama Leader Wins Fight for Job

James Earls, a feeder driver in Huntsville, Ala., Local 402, is back on the job with full back pay and benefits after being fired by UPS last August.

Earls, then chief steward, was terminated for leading a march and rally near UPS. The rally called for UPS to create full-time jobs and honor the contract. It was also a show of support for the 500 workers at a nearby PPG plant that Earls was helping to organize into the local.

UPS claimed that Earls had conducted an illegal work stoppage, although the rally was held on public property on non-work time.

Rumors circulated that UPS had done PPG a favor and fired Earls to intimidate PPG workers and influence the vote to join Local 402. If true it was a failed effort, as the next day the workers voted four to one to join the union.

As the case neared arbitration, UPS decided to reinstate Earls and avoid an unfavorable decision.

Since returning to work Earls has focused on helping PPG workers fight for their first contract, regaining his position as chief steward to represent the members, and planning for the local union election next year.

Behind AWG and Kroger Moves: Greed and Stock Market Mania

Grocery Outsourcing Sprees

When Associated Wholesale Grocers (AWG) outsourced operations in April it became the first cooperative to join a trend established by grocery giants Kroger and Fleming.

During negotiations AWG told the union they would not outsource work if $43 million in savings were achieved through contract concessions and productivity enhancements. Although production standards at AWG's facilities were already dangerously high, the locals said they would agree to additional steps to boost productivity.

Despite this, AWG went ahead and outsourced work to four different companies. Boosting productivity was not AWG's real goal (and was not an effective bargaining strategy for the unions). What was AWG's motivation?

Greed. According to an April 25 article in the *Kansas City Star*, big-store owners on the AWG board of directors have been pushing for an Initial Public Offering of stock in order to raise equity. Put to a vote in 1996, their effort failed when it came up five votes short.

"Some observers now think Chairman Fred Ball and other big-store owners, who stood to gain the most from an IPO, are punishing smaller co-op members who voted against the proposal," the *Kansas City Star* reported. "Others speculate that eliminating union labor costs could make Associated a more attractive candidate for another IPO or an eventual buyout."

More Money for CEOs

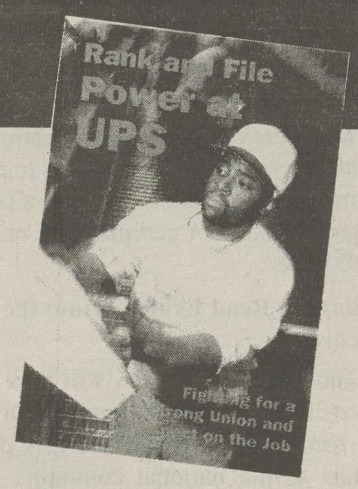
Service has nothing to do with outsourcing. Neither does competition. Outsourcing is about putting more money in the pockets of corporate CEOs by making a company more attractive to potential buyers, to Wall Street, or both.

Kroger's recent outsourcing binge has similar roots. Funds raised through outsourcing could be used to fuel Kroger's buyout of other smaller chains. Selling a distribution center is also an easy way to turn assets into cash. The cash can then be used to pay down debt, which is frowned upon by investors.

On the positive side, a well-organized campaign by our union around these issues could attract broad support from the public. Buyouts, mergers and stock market greed hurt consumers as well as unions.

AWG won't be the last target. A national campaign needs to be built now, before we suffer more losses. How about it President Hoffa?

"Every UPS Teamster Should Buy and Read This Book."



Rank and File Power at UPS

Fighting for a Strong Union and Respect on the Job

Rank and File Power at UPS is the first publication to tell the story of how UPS workers have fought for respect on the job and in their union.

The seventy page book explores the history of UPS labor relations and the decades-long fight by UPS workers for control of their union and respect on the job — showing how the 1997 Strike was built on a foundation of rank and file organization.

It also gives detailed information on steps UPS Teamsters can take to protect their jobs and win better working conditions.

"Every UPS Teamster should buy and read this book. It is the guidebook to how UPS works and what we need to do to protect our jobs, make our union stronger and win respect from UPS."

— Bob Hasegawa, Secretary Treasurer, Local 174, Seattle.

Price: $5 each ($4 for 25 or more, $3.50 for 50 or more).

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One Year Before Contracts Are UP

C&S Takes Over Safeway Facilities in Maryland

Safeway has entered into a 10-year agreement with C&S Wholesale Grocers to handle all warehousing and distribution at the company's facilities in Upper Marlboro and Landover, Md.

C&S has said that it will honor contracts with Teamster locals 730 and 639. But contracts expire next year, setting the stage for a battle. Also at stake are pension and health benefits.

Just four years ago Safeway used the threat of outsourcing (to C&S in Vermont) when bargaining a new contract. They also used the threat of moving jobs out of state to win a number of favorable conditions from Maryland, including the payment of $2 million over a five-year period from the state's "Sunny Day Fund."

In the face of these threats, members took a wage freeze over the life of a five-year contract to keep their jobs. Now C&S has returned in a different guise, very likely in an attempt to squeeze more concessions out of working Teamsters.

"The takeover by C&S makes it even more important that our locals start now to build an effective contract campaign," Safeway driver and Local 639 member Tommy Follin said. "We lose by waiting until the last minute. We need a well-organized membership campaign, like UPS members had in 1997. This will give us power at the bargaining table."

In recent years C&S has grown to the position of third largest wholesaler in the U.S. This growth has been fueled by a large nonunion facility in Vermont that captured Teamster work throughout the Northeast. This trend encouraged employers like Safeway to use C&S as a bargaining tactic.

Tom Leedham secured the first union contract with C&S when C&S took over a Pathmark distribution center in New Jersey.

Members in Maryland also wonder what is to come of their pension benefits. Less than 10 years ago members opted to go into a Safeway pension plan. Now they will be asked to change once again, raising many questions about vesting rights, benefit levels and the security of their pensions.

Isn't it time for a strong response — and a plan — from the IBT?

UPS Tries to Push Out Pregnant Employee

Peggy O'Neil, a UPS part-timer from Grand Rapids, Mich., Local 406 is going back to work. Even though she was a qualified small sorter, UPS had told her that she could not work with the 25 pound weight restriction which her doctor had given her to protect her during pregnancy.

Being forced off the job for the rest of her pregnancy would have caused her benefits to lapse just weeks before her due date. In need of assistance, O'Neil contacted TDU. With TDU's help she filed a grievance and got legal representation.

UPS maintained that all jobs require lifting 70-pounds, but the company makes exceptions to accommodate disabilities (whether caused on or off the job). UPS even told the union that Peggy couldn't come back to work because she already had one miscarriage.

"UPS is not above the law. This case affects every pregnant woman working for UPS," says attorney Barbara Harvey, who represented O'Neil.

UPS conceded before the June 15 hearing. Harvey wrote a letter to UPS citing the law and a similar case she won against the U.S. Postal Service.

The Pregnancy Discrimination Act (PDA) of 1978 prevents discrimination in hiring, training, compensation, and the terms and conditions of employment. Employers must treat women affected by pregnancy, childbirth, or related medical conditions in the same way that they would treat any worker with a similar ability or inability to work.

If the company provides for modified work assignments or disability leave for those on medical disability, it must have the same options for pregnancy-related conditions. Under the UPS Master Agreement, the company gives alternate inside work to disabled drivers. Under the PDA, not granting alternate work to pregnant employees is discriminatory.

For more information about the PDA, contact the EEOC office in your area or call TDU.

THE GRIEVANCE PANEL SYSTEM: How it Operates; How to Make it Work for You

Increasing Your Odds of Winning

A contract is only as good as its enforcement. For many Teamsters grievance panels are the system of contract enforcement. How are the panels faring under the new Hoffa administration? What can we do to increase the chance of winning grievances that go to panel? What needs to be changed to make the panels work?

How the Panels Came Into Being

Teamsters working under the UPS, freight, tankhaul and carhaul contracts and many local contracts have the joint panel system of handling grievances.

The panel system is unusual in that an equal number of union and employer representatives hear cases and issue final decisions on grievances. Most union grievance procedures use arbitration as a final step.

The panel arrangement was established in 1938 in the Midwest under the first area-wide freight contract. That contract was a model for the first National Master Freight Agreement (NMFA) in 1964, and the UPS and carhaul contracts followed that same model.

Farrell Dobbs, who crafted the first area freight agreements, used the panel system as a way to preserve the union's right to strike over deadlocked grievances. The right to strike was a critical element of the early contracts, giving the panel system tremendous power.

The panel system was also less expensive than using arbitration, making it possible to take many more grievances to higher steps in the procedure.

Over the years the panels became much less powerful and much more expensive; many members questioned their usefulness. In many cases grievances were not decided on their own merits, but horse-traded away.

The use of precedents to reach decisions is common in arbitration and was in fact intended by Dobbs when he established the procedure. James Hoffa Sr. changed the panels around. Precedents were not used, and decisions moved more toward individual deals.

The panels also have a damaging impact on many officers. Management encourages socializing and wheeling and dealing, sometimes including golfing or high stakes poker with union reps.

Reforms Promoted by TDU and Won in Contracts

During the 1980s TDU spearheaded a drive to reform the grievance procedure that resulted in some beginning changes.

- Innocent until proven guilty was first won in the 1993 UPS contract and subsequently in freight and carhaul.
- We also won the Grievant's Bill of Rights in each of the three contracts. This put rules right into the contract on how members were treated by the panels.
- We also won the right in the freight, carhaul and UPS agreements for members who took union positions to return to their original jobs.

These were important steps forward, but grievance procedure reform requires much more.

And in the meantime it is important to do everything possible to win grievances. Knowing the ins and outs of the panels will result in your grievance having a better chance of winning.

Giving Your Grievance the Best Chance of Winning at the Joint Panel

It is preferable to win grievances as early in the process as possible. And by mobilizing membership pressure and presenting a good case early on, this is often possible. And winning early may be more likely if management knows you will present a good case if it does go to the panel.

But many grievances do go to the panels. When they do it is important to be prepared.

The following suggestions are based on the experience of business agents, panel members and chairpersons. It is not intended to be a complete guide to the panel grievance system. Different panels have slightly different rules of procedure so it is always important to be familiar with the rules for the panel you are dealing with.

Wrong Article Numbers

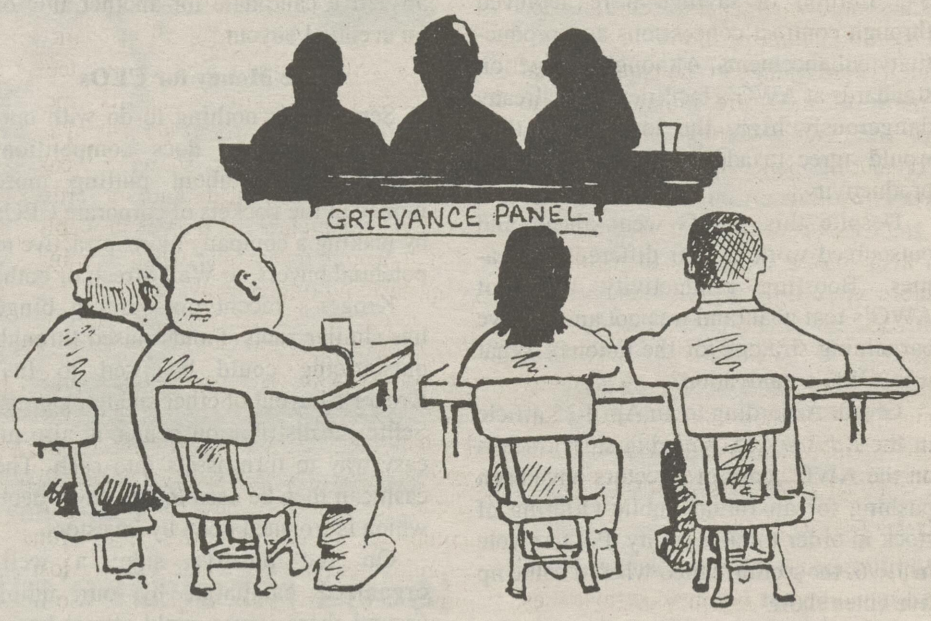
Many times grievances before the panel give the wrong contract article number(s). This mistake could sink a grievance on procedural grounds. Members and stewards need to double check grievances before they are filed. Local unions could reduce the number of mistakes by providing abbreviated grievance guides.

Lack of Information

While it is important to keep a grievance brief, many don't adequately answer the five "W's" — who, what, where, when and why.

Grievant Doesn't Attend Hearing

In discharge cases in particular it is very important that the grievant be at the hearing. This can be a hardship when travel is involved, and possible hotel and other expenses



But it is much more difficult to win discipline cases when management can claim that the member is not concerned enough to show up.

Members often take up collections to send stewards or other members to panel hearings. Local unions can have a policy to pay the way for certain cases or help raise funds.

Failure to Read Evidence into the Record

Too many times a BA will pass up a piece of information and not read it into the record. If the grievance gets deadlocked to the national committee that piece of evidence will be missing — the national committees review the record of the case and don't hold another hearing with witnesses, evidence, etc.

One way to prevent this is by lining up evidence as if you are going to arbitration. Divide evidence into exhibits and assign a letter to each one.

If your BA is unresponsive you may want to put the evidence together yourself, get them ready and send them via certified mail to the agent with a letter requesting that each item be presented.

Failure to Request Information

Often, stewards or agents don't request information from the employer that is needed to argue the grievance. Lack of information will give the panel an excuse to rule against your grievance.

Setting up the company to win on procedural grounds is another reason to request information. Article 7 of the national UPS contract, for example, says the company has to provide the information within 15 days of written request. If they miss the deadline, the union can argue that this was improper and rule in favor of the grievance on that basis.

Failure to Rebut Management's Testimony

A good BA will take notes during the employer's presentation and then be prepared to counter their comments rather than just restate the union's position.

Combative or Vague Testimony

Panel members may interpret combativeness as a sign of guilt or lying. It also can be procedural grounds for dumping your case.

Also avoid vague or rambling testimony. Again, panel members may question your sincerity or just have a difficult time putting the pieces together. Panels hear dozens of cases. Your presentation needs to be organized, clear and concise.

Other Tips for Winning at the Panels:

- In discipline cases, never refer to anything about your work record beyond the time limit set in your contract if this could open the door for the company to drag old incidents into the record.
- With past practice grievances, get a petition signed by a majority of the members affected by the change.
- With discipline cases look for mistakes on management's paperwork — wrong dates, article numbers, etc.
- Have evidence organized into exhibits. Assign the exhibits numbers or letters. Have copies and refer to each one in your presentation.

How Has New Administration Affected Panels?

The Hoffa Administration and the Employers

Are Teamster grievance panels improving, staying the same or getting worse? *Convoy* asked members and officers this question, seeking information from a cross-section of regions and contracts.

Recently *Traffic World* magazine reported on UPS's Love Affair with Hoffa (see article page 4). UPS is not the only one in love. Freight and carhaul employers are also enjoying special relationships with the Hoffa administration.

One visible change in the panels is that too many of them are moving back to resorts and fancy golf clubs.

Conducting panel hearings in lavish resorts is a drain on our dues — money that could be spent on positive programs. This also makes it more expensive and therefore more difficult for members and stewards to attend hearings. Worst of all, it reinforces the idea that panel hearings are a place for officers to play (often with management), rather than a place where members' interests are defended.

Old Problems Return and Expand

While some panels work smoothly and have high ratios of union wins to losses, others are plagued with serious problems. In some cases the problems are related to basic functioning. Until some officers raised a stink, union reps on the panel covering Illinois, for example, refused to meet and discuss cases among themselves before presenting the cases to management. Reviewing cases ahead of time can make for more effective presentation (unless the point is to horse-trade cases).

Collusion with management is the most serious problem. Always a potential danger, this is growing at an alarming rate. Recent decisions show how far officials are going to accommodate management.

Grievance Tracking and Precedents

Knowing that the union does not track grievances or enforce precedents, freight employers pick and choose locals and areas in which to push certain issues. This trend has expanded under Hoffa.

The lack of grievance tracking is a major disadvantage. The employers have tracked grievances for decades, using "black books" of decisions to reinforce their positions and undermine union cases. Under the Carey administration a computer program for tracking freight grievances was developed, but not yet put into use. Now Hoffa has contracted with an outside supplier, AlaTek, LLC, to provide a system rather than use the one already developed.

The key is to have available computerized, indexed records of all grievance decisions at the joint area committees and state panels. This is not an especially hard job and would be crucial to establishing precedents, showing weak spots, and helping locals and stewards. The real reason it is not done is probably that it would reveal just what is being won, lost and traded away.

Freight

In the South, pro-Hoffa officials have been responsible for a number of bad decisions. Chuck Crawley, for example, recently gave the employers a gift by changing the way runaround pay is computed. In the past, the person run around was paid for whatever they lost until they were finally dispatched. So if someone got an Atlanta to Memphis dispatch that you should have gotten, and completed the run while you were still at home, you got paid for the entire run.

Under the Crawley decision (which he signed off on at the Area Review Committee), the person run around is only paid for whatever they lose until the most senior person on the board gets dispatched. The difference can mean big bucks. The member involved in Crawley's ruling would have gotten about $470 in runaraound pay under the old system, but got $50 instead.

Someone is run around every day, so many will be affected by this decision outright. And runarounds are likely to become more common when employers have little financial incentive to prevent them.

UPS: Mileage Turns and Subcontracting

Starting in the summer of 1999 the IBT let UPS subcontract thousands of loads to nonunion brokers, in blatant violation of the new agreement. To this day the national and regional grievance panels refuse to enforce the agreement and pay the many thousands of dollars due on grievances.

UPS got even more. Using subcontracting as a hammer, UPS easily got the Premium Services Committee to agree to allow the expansion of feeder mileage runs, in violation of Article 43 of the contract. This grievance panel sub-committee is chaired by born-again Hoffa-backer Howie Redmond of New York Local 804.

The Central Southern Region carhaul panels will meet at the Lodge of the Four Seasons Resort in Lake of the Ozarks, Mo., this July.

Carhaul

When good decisions get made, they can be overturned. Right after taking control of the IBT, Hoffa let Allied revise a decision reached by the Standing Seniority Committee. The case involved traffic out of Norfolk, Va., Local 822, where Allied was ordered to return all traffic formerly handled by Allied drivers and pay for the drivers' losses. Hoffa's decision let Allied off the hook for hundreds of thousands of dollars.

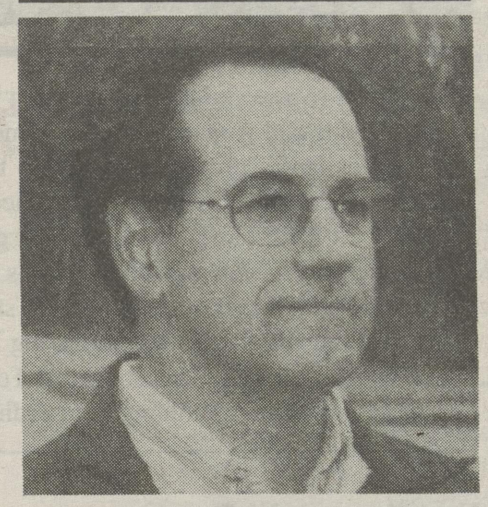
A similar reversal happened in Tampa, Fla. Allied was slapped by the panel for having violated the contract over units being out of zone (forcing drivers to waste time searching for vehicles). Allied has refused to comply with the grievance panel decision by reducing the number of zones from eight or more to just three. No response from the grievance panel or IBT.

There also was no response from the IBT when Allied instituted a driveway program that has diverted work from Teamster carhaulers to casual workers.

And if the contract is in the way, the IBT has seen fit to go ahead and change the contract terms without member input or vote. That's what happened recently (see article page 3) when the IBT let Allied use drivers from the U.S. to deliver cars to dealers in Canada.

What the Future Holds

Many good Teamsters voted for Hoffa based on his promise to restore power to the grievance procedure. But instead his appointees have often embraced the employers. This trend will continue — and worsen — unless we organize to stop it.



I've had the opportunity to work with UPS grievance panels in the Central and Southern Regions, Chicago Local 705 and the national committee. They all have good points and bad. We need to work on fixing the bad parts.

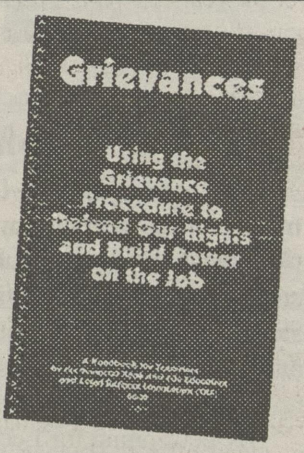
Heavy pressure is applied by the company to force a "go along, get along" attitude on union agents. They are good at playing locals and BAs against each other in subtle and sometimes not so subtle ways. Some panels operate to make it tough to stand up to UPS management.

Reforms are needed in many of the panels. My suggestions for starters would be: 1. Restore union strength. To do this, the right to strike is a must; 2. Simplify and speed up the process; fewer steps, expedited hearings or arbitrations; 3. Information: an accessible up-to-date database of decisions and interpretations is needed. The union should give regular training, using examples of winning case presentations and mock panels.

Dan Campbell
Business Representative, Local 705
Chicago

Grievances:

Using the Grievance Procedure to Defend Our Rights and Build Power on the Job



This 100-page booklet goes into detail about grievances: what they are, what is the grievance procedure, the mechanics of writing and filing grievances, and organizing tips to involve rank and file members. $8 each.

Please send me: _____copies. Amount enclosed $_____

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Return to: TDU, Box 10128, Detroit, Mich. 48210

Building Power for Teamster Members

10 Reasons to Support the Tom Leedham Rank & File Power Slate

If you're a working Teamster, you want a strong union that is fighting for your rights and winning. You want more Teamster Power.

James Hoffa promised to restore that power when he ran for Teamster General President. But he has failed to deliver for working Teamsters. Positive PR for Hoffa? You bet. But good contracts and aggressive contract enforcement for the members? That's another story.

Tom Leedham has a vision for a stronger Teamsters Union that delivers for working Teamsters by mobilizing Teamster rank and file power.

What is the difference between Tom Leedham and Hoffa? Why should you get involved in building the Leedham Rank & File Power campaign?

Leedham will Back Teamsters who Battle Corporate Greed:

Hoffa has talked tough, but failed every real-life test. When Teamster members took on Northwest Airlines, Iowa Beef, and Budweiser, Hoffa ducked the fight, and then pressured members to accept substandard agreements. Tom Leedham will put the power of our International Union behind Teamster members when they are fighting for their future.

Leedham Will Promote Rank & File Power, Not Old Guard Perks

Hoffa has added 78 fatcats to the bloated list of officials who receive more than one Teamster salary. Tom Leedham will not pay multiple salaries and pensions, will end the Teamster meetings at luxury resorts and casinos, and put members' dues money to work for the members.

Hoffa's Empty Talk Versus ...

"Northwest flight attendants were ready to fight for an industry-leading contract, but Hoffa undermined us at every turn. We need Teamster leaders who will fight for what members deserve, not tell us what we can't win.

"If we want members to have a choice in next year's election, then we need to get cracking now. Northwest flight attendants like me are going to do our part in the petition drive this summer."

Shelley Worley
Northwest Airlines
Local 2000, Minneapolis

Tom Leedham's Leadership in Action

"I've seen what Tom Leedham's leadership means for members in my 13 years working at the Fred Meyer warehouse, through two hard strikes we won and other struggles. As a steward I was on the negotiating committee and saw how Tom listens to members, stands up to management, and delivers results.

"By petitioning for Leedham, we can get his message in the *Teamster* magazine and show our fellow Teamsters how Tom can bring power and leadership to our national union."

Bill Meier
Local 206, Fred Meyer (Kroger)
Portland, Ore.

Leedham Believes in Teamster Power Not Teamster PR

A strong union needs a unified membership, not a cult leader. Tom Leedham will build Teamster power by mobilizing the rank-and-file with contract campaigns like our union did to win the historic victory at UPS in 1997.

Leedham Will Defend Our Contract at UPS

In just over a year in office, Hoffa has given UPS the green light to subcontract Teamster jobs to nonunion drivers and to shred our job rights in the hubs and at the grievance panels. Tom Leedham will end management's honeymoon with Hoffa and enforce the contract we won in the 1997 strike.

Leedham Will Fight for Freight Members

The National Master Freight Agreement isn't worth the paper it's printed on when Hoffa and his allies give the employers a free pass on every grievance. Tom Leedham will support grievance panel reform. Leedham will dedicate resources to organize the freight industry. He will not sign an Overnite Agreement that undermines the NMFA.

Leedham Will Build Power with National Coordination

Thousands of Teamsters in the beverage, bakery, snack food, food processing, and rental car industries work for multinational corporations but bargain local contracts, leaving them with little leverage. Tom Leedham will increase members' bargaining clout with coordinated strategies and bargaining campaigns.

Leedham Will Respect Democracy and End Intimidation in Our Union

If Hoffa's unity talk is for real, why are so many members afraid to speak their minds? Why are opposition letters never printed in the *Teamster* magazine? Tom Leedham will put an end to the scare tactics, and promote Teamster unity based on democracy, freedom of speech and respect for dissent.

Leedham Supports Real Reform, Not Lip Service

Hoffa is spending millions on Project RISE, a public relations ploy disguised as an ethics program. Meanwhile he is allowing his allies who face corruption charges to stay in office, attacking reform leaders, and cracking down on dissent. Tom Leedham will fight corruption and promote reform with deeds, not words.

Leedham Will Fight Discrimination and Divisions

Hoffa has eliminated our union's Spanish-language materials and assembled a leadership slate that looks like a corporate board room, not the Teamster membership. How can we fight employer discrimination when officials treat our own members like second class citizens? Tom Leedham will promote the leadership of *all* Teamster members and dedicate union resources to fighting for *all* Teamsters.

Leedham Will Stand Up to Attacks in the Warehouse Industry

The grocery and warehousing industry is undergoing a massive restructuring. The IBT Warehouse Division has failed to counter attacks on Teamster jobs and conditions. Even worse, they have gone along with employer efforts to win concessions. Division director Ken Hilbish has signed on to a two-tier wage deal with SuperValu and given Kroger/CSI some of the worst no-strike language and management rights' clauses ever seen in Teamster agreements.

Tom Leedham has a long record of fighting — and winning — for grocery Teamsters. He worked in the industry for many years and has negotiated excellent contracts with Fred Meyer and others. He won the first labor agreement with C&S. He has won a number of strikes against Fred Meyer.

Why was Stockbroker a Member of Hoffa Benefactor's Local?

Chicago Local 710 Pension Fund Implicated in Kickback Scheme

Hoffa likes to say that corruption is a thing of the past in our union. But a recent indictment concerning a pension fund scam involving two locals headed by prominent Hoffa backers shows that corruption remains a problem among Hoffa's friends.

The indictment charges that between 1994 and 1997, Christopher Roach, Richard Tringale, and East/West Institutional Services, Inc., their tiny Detroit-area brokerage firm, used a complex scheme of bribes, kickbacks, and money laundering to loot millions of dollars from the Chicago Local 710 pension fund. Local 710 is headed by $100,000 Club leader and key Hoffa ally Frank Wsol, as well as Hoffa Vice-president Pat Flynn. Their Teamster salaries totaled $546,050 in 1998. Wsol is also a pension fund trustee.

The indictment also names William Close, a former trustee of the Local 710 pension fund. Prosecutors allege that Close and fellow trustee Robert Baker arranged to take kickbacks from Roach and Tringale, in exchange for influence over the selection of investment advisors for fund assets. Baker is now deceased, and Close is believed to have fled the country.

According to the indictment, Roach and Tringale pressured several Local 710 Pension Fund investment advisors, including Boston-based Shawmut Bank, now owned by Fleet Bank, to funnel investment commissions generated by trading Local 710 pension fund assets to them through intermediary brokerage firms. Over $7.4 million in commissions were paid to their enterprise.

Roach and Tringale then wired at least $3 million of these commissions to secret bank accounts in the Cayman Islands, for the benefit of themselves, Close, and Baker. It is not known where all of the money wound up, although Close allegedly transferred the funds to other accounts in England and the Isle of Man.

Here's the kicker: while he was bilking millions of dollars from the Local 710 pension fund, stockbroker Christopher Roach was allowed to sign a sham contract with Detroit Local 337, headed by Hoffa benefactor Larry Brennan. According to the contract, Roach was the employer and only member, and received Teamster health benefits!

Coincidences?

Is it only a coincidence that a small stockbroker involved with Larry Brennan's local in Detroit managed a scam with one of the largest Teamster pension funds, located in Chicago and run by another strong Hoffa ally?

Could two employer trustees control the assets of a Teamster pension fund enough to pull off this scheme without anyone from the union being involved? If Wsol and the other union trustees didn't know about it, didn't they have a fiduciary duty to know what was going on?

$7 Billion Goes Unnoticed?

Wasn't anybody watching when the fund drastically increased the amount of stocks and bonds it sold (and paid brokerage commissions on)? In 1995, while the scheme was in high gear, the fund sold 25 times as many securities as the year before. Those sales, almost $7 billion, were the equivalent of selling every asset of the fund six times over during a 12-month period!

Was it just a coincidence that Tringale's family knows an employer that has a contract with Local 337? Or that Tringale's relative is married to the daughter of a convicted Detroit mob boss?

Members concerned about the security of their pensions have raised these questions with the IRB, but to date there has been little response. Roach was forced to resign his membership in Local 337 and the business agent who signed the sham contract was charged and barred from the union. But no one has asked how all this went on without anyone from the union finding out about it or doing anything to stop it. Hopefully the Roach/Tringale/Close trial will find some answers to these troubling questions.

Is it only a coincidence that a small stockbroker involved with Larry Brennan's local in Detroit managed a scam with one of the largest Teamster pension funds, located in Chicago and run by another strong Hoffa ally?

TDU Wins Election Rights

TDU members and attorneys have won for all Teamsters a number of election rights that the Hoffa administration tried to squelch. These improvements are written into the Final Election Rules issued on May 4 by Election Administrator (EA) William Wertheimer.

The rules are now in effect and will govern delegate elections over the next year in all 540 Teamster locals, and the International officer election to be held in October-November 2001. Any Teamster can obtain a copy of the Rules by calling the EA office at 202-624-8710.

Dozens of reform Teamsters and leaders submitted statements during the comment period, including Tom Leedham and attorneys representing TDU. Also, a hearing was held before the Department of Labor where the Hoffa administration tried, and failed, to weaken the rules.

Some of the improvements won are:

- Candidates and supporters will be able to campaign in employer parking lots to reach Teamster members, as in past elections. The Hoffa administration drafted rules without this right.
- Three issues of the *Teamster* magazines in the fall of 2001 will feature campaign pages in which all candidates can publish materials available to all 1.4 million Teamsters. The Hoffa administration tried to reduce this to two. There will also be campaign materials in the October 2000 and February 2001 issues, prior to delegate elections in locals.
- TDU, as a long-standing Teamster caucus, will continue to be able to participate fully in the election, while continuing its educational, legal, contract, and other work with Teamster members. The Hoffa administration tried to curtail members' rights, and to force TDU to make public its membership list. They failed.
- TDU fought for and won many other rights as well, which are now in the rules.

The Hoffa administration did succeed in getting more big-money donations allowed. In the 1998 rerun the donation limits to the campaign were $1,000 per member and $5,000 per candidate. This time they will be $2,000 per member and $10,000 per candidate. Reformers argued that higher limits only benefit rich officials, not the democratic participation of members. There were no limits at all in 1991 and 1996.

Rep. Peter Hoekstra

Teamsters Endorse Anti-Labor Politician

Many Michigan Teamsters were stunned when our union endorsed one of the most anti-labor politicians in Congress for re-election. Rep. Peter Hoekstra (R-MI) is chair of the House Committee on Education and the Workforce Subcommittee on Oversight and Investigations. As such, he's a key go-to guy for the Business Roundtable, the Chamber of Commerce and the American Trucking Associations (ATA) when they pursue their anti-labor agenda.

Last year Hoekstra was zero for nine on Teamster designated labor issues. His lifetime record on Teamster issues is three percent. That's right, three percent!

Roll Call Magazine quotes Herman Aurich, a retired member of Local 406 in Hoekstra's district, as saying, "When I found this out I just about puked." Aurich said that other members of the local were "angry and disgusted" with the decision because of Hoekstra's stark anti-labor voting record. "We cannot endorse him at the local level because of his voting record and we have to reflect what our members want," said Local 406 political director Bob Harvey.

When Fred Bennett, a business agent with Local 214 in Muskegon, Mich., heard of the national union's endorsement, he laughed. He said that his local would support Hoekstra's opponent "no matter who it is. The international union is a lot different than the regular locals," he said. "I don't think Mr. Hoekstra has the best interest of labor at heart."

At the behest of the ATA Hoekstra sponsored a failed bill in 1995 to ban corporate campaigns after the Teamsters had successfully employed a corporate campaign to strengthen our hand in carhaul negotiations. He also sponsored a bill to establish company unions and opposed raising the minimum wage. In addition he has tried to eliminate overtime pay after 40 hours, prevent OSHA from enacting ergonomic standards and force striking UPS Teamsters back to work. He supports the "payroll deception" act which would disarm labor in the political arena and an act that would ban union organizers from applying for or accepting jobs for the purpose of organizing a workplace.

A favorite of big business, Hoekstra received the maximum contribution allowed from UPS in 1994. He's made a practice of writing letters to the NLRB intervening on behalf of Overnite.

So why would Hoffa support a union-busting politician? Two reasons. Hoekstra has backed Hoffa on trying to get rid of government oversight and independent supervision of IBT elections. Hoekstra also used Congressional hearings to promote Hoffa's campaign, featuring his supporters and attacking Ron Carey.

Those are not reasons for our union to endorse a union buster.

N.Y. Contract Victory Will Take Rank & File Action

The eyes of New York City's labor movement are on the bargaining table where public employee Teamsters are squaring off with Mayor Rudy Giuliani. The contract covering 18,000 Teamster public employees has already expired, but negotiations are barely underway.

While Mayor Giuliani is taking an aggressive bargaining posture, Teamster officials are doing little to rally the membership. Local 237 members, through the Rank & File Action Committee, are trying to turn up the heat.

"We waited three years to get our last contract and we got stuck with two years of wage freezes," said Rank & File Action Committee member Carlos Cruz. "This time, we're not sitting around."

The city has proposed a five-year agreement with no across-the-board wage increases. Instead, city agencies would offer "merit pay" raises to "deserving" employees.

"Workers are never going to accept a contract that gives our bosses the power to tell us, 'If you shut up and don't make any waves, maybe I'll give you a raise,' " said Ken Buny, an elevator mechanic with the New York City Housing Authority.

So far, Local 237 officials are talking tough, but haven't taken any steps to inform or involve the members in actions to pressure the city.

"[Local 237 President] Carroll Haynes can huff and puff all he wants' but the city is not going to pay any attention to his talk until he proves he can back it up with membership action," said Chris Sullivan, a Rank & File Action Committee member and a national leader of TDU. "As long as the city sees that the majority of 237 members are in the dark and uninvolved, they're not going to move at the table."

The Rank & File Action Committee is publishing a newsletter to inform members about what's happening at the bargaining table and spark debate about action proposals that could strengthen the union's position.

The committee proposes that the local implement a contract mobilization plan that would:

- **Inform the members** about what is happening at negotiations by publishing bargaining updates and by having Local 237 business agents give reports to members out in the field.
- **Unify and mobilize the members** by organizing actions like worksite rallies that send the city the message that members are united and prepared to fight for a good contract.
- **Form a Contract Action Team** open to all members, to help coordinate actions that build unity and generate pressure behind members' demands.

While response from the members has been positive, Local 237 officials have not implemented any of the Rank & File Action Committee's proposals. They refused to allow members to elect representatives to the bargaining committee, ignored key bargaining proposals to improve working conditions, and have not initiated a contract mobilization plan.

Some members fear that Local 237 wants to purposefully keep members' expectations low to make it easier to get a mediocre contract ratified.

"My fear is that negotiators from both sides want to use merit pay as a smokescreen to divert the members' attention from the improvements that we should be fighting for in this contract," said Buny, who writes for the Rank & File Action newsletter.

"We're not going to let the union sell us out and then declare victory by saying 'We beat merit pay.' We're going to keep educating the membership and pushing a plan for winning real gains," Buny said.

Hobelmann Port Services

Local 557 Members Win Battle to Keep Fighting Stewards

Since the beginning of the year two Baltimore Local 557 shops have had their elected stewards illegally removed by local President Frank Imbragulio. CF got hit first, when Imbragulio axed steward Sonny Raymond and his alternate in retaliation for their supporting another slate in the officers' election.

When members at Hobelmann Port Services challenged the local's handling of their contract and other issues, Imbragulio retaliated again by removing stewards Syble Wilkins, David Brown and Norman Jenkins.

Imbragulio didn't know or didn't care that the Local 557 bylaws do not allow the removal of stewards by local officers. As per the bylaws, only by a vote of the members can stewards be replaced.

Members at both companies filed internal charges against Imbragulio, but didn't hold their breath hoping a solution would come down from above. Instead they organized to get new elections.

And when they got elections, they organized to win. Members at CF unanimously (except for a few members not voting because they were not working at the time) reelected Raymond.

Members at Hobelmann got a vote, but Imbragulio tried one last trick by scheduling the vote at a time that would make voting difficult. Member Ronald Boone quickly sent a letter to the local demanding that the vote be rescheduled. It was and Wilkins and Brown were elected with 70 percent of the vote. Wilkins won the spot of chief steward, putting this key position in the hands of a hard-working steward.

"It is a big job," Boone said, "but Syble has already made dramatic changes. We've gotten rid of some especially devious supervisors and gotten a new lunchroom facility in one area. We fought for our rights within the union in order to fight for our rights on the job. It's all part of the same thing."

Members at CF and Hobelmann are proceeding with their internal charges against Imbragulio. So far, the local has failed to conduct a hearing.

University of Chicago Hospital Contract Ratified

After a year-long battle between hospital administration, rank and file activists, and Chicago Local 743, a contract has finally been ratified. The final agreement was modestly better than the two that had been previously rejected by wide margins. The biggest gain is a slight improvement in how service and maintenance workers' wage increases are calculated.

The final vote was very close. Very few of the prior no voters had voted in favor of the contract, they just refused to vote. Stewards loyal to do-nothing officials used threats and intimidation to undermine rank and file participation. They told those who opposed the contract that a strike could mean the loss of jobs, and many members became discouraged.

This experience has solidified support for reform efforts in Local 743. Members know that the solution to getting a good contract, is to oust current union officials.

Teamsters Join Coalition To Stop Privatization and Merger Plans

On April 3, 500 health care workers, and supporters rallied to halt plans to merge University of Illinois Chicago Hospital and Cook County Hospital into Rush St. Lukes Presbyterian. TDU International Steering Committee member and Rush Hospital steward Homer Lambert spoke in support of workers at the two public hospitals. The rally led to a major setback in management's drive for privatization, and a real victory for workers and the community they serve.

Local 200 Members Push Strike Prevention Fund

Hundreds of Milwaukee Local 200 members have signed a petition demanding the creation of a local strike prevention fund. With several major contracts coming up for negotiations soon and a union election this fall, an opportunity exists for change.

The plan to fund the strike fund calls for the end to a special officers' perk. A severance trust fund allows officers to set aside six percent of their salary, and get a matching amount of two times the contribution. All of this is paid by members dues money at a cost of over $100,00 per year.

"Our plan calls for building a viable local union strike fund, and doesn't require a dues increase at all," said Sue Levinson, a steward at Velvac and member of Local 200. "We could build a million dollar strike fund in 10 years just with the money that goes into the trust fund."

Local 200's President and Secretary-Treasurer, Frank and Seb Bussalacchi, attacked the idea of a strike fund in the local's newsletter saying, "*Experience shows that no single local can establish a viable Strike Fund. ... our accountants and actuaries have explained to us, the lesson to be learned is simple — No local union can establish a viable Strike Fund to prevent employers from taking advantage of our members and demanding concessions in contracts. ... building a strike fund takes a substantial period of time — it cannot be done overnight.*"

Reform members have redoubled their efforts to demand the creation of a Local 200 strike fund in response.

TDU Convention 2000!
Nov. 3-5
Sheraton Airport Cleveland

- *Attend educational workshops*
- *Join with other reformers to plan for the upcoming Teamster Convention and victory in the 2001 election for International officers!*

Anatomy of a Trusteeship

Las Vegas Local 631 a Mess

The Hoffa-imposed trusteeship in Las Vegas Local 631 is just seven weeks old, but has already made a mess of things. Two large groups of members have overwhelmingly rejected concessionary contracts the International tried to push on them.

Although the stated purpose of the trusteeship was to improve representation, deal-making is the order of the day.

On May 27 ready-mix drivers rejected a concessionary contract for the third time by a strong vote of 206 to 74. The proposal was offered with little notice and recommended by Hoffa's trustee Jim Wilkerson. It would have cut wages by $1.50 per hour, made overtime payable after 10 hours instead of eight, and slashed new-employees pay from $19.02 an hour to $13.

Over 1,000 trash haulers and shop workers at Republic Services also turned down a proposed contract recommended by Wilkerson by the lopsided margin of 429 to 65. Rank and file dissent with the five-year deal included the failure to address subcontracting, safety and workload issues. The current contract expires on June 11.

Illegimate Trusteeship

While the International trustee and his assistants stumble badly in dealing with the membership's problems, they spend most of their time lobbying members and circulating petitions to indicate dissatisfaction with the previous elected leadership. This is their way to try to legitimize the power grab.

Trusteeship is normally reserved for only the most extreme situations, such as severe financial mismanagement or illegal actions of officers or embezzlement. None of these have been alleged, even after seven weeks of trying to find something.

When Hoffa was a candidate he would have harshly condemned such a trusteeship as a ruthless violation of local union autonomy and denial of democratic rights.

On April 5 the local was taken by force at 6:30 a.m. A group of nine or more individuals led by IBT Vice President Jim Santangelo and Hoffa aide Dane Passo took over, ejecting people there. Some people were fired on the spot.

The reasons cited for the trusteeship were membership discontent, poor grievance handling, failure to return phone calls and visit worksites, and inexperienced officials. The entire slate had been elected one year earlier due to membership discontent with the previous leadership's performance on exactly these issues. The trusteeship canceled the results of that membership election.

Members are now starting to fight back to bring democracy and accountability to Local 631.

Flight Attendants Accept Contract

After three and a half years without a contract, Northwest Airlines flight attendants voted to accept the latest offer, voting 5,485 to 2,584. Eighty-seven percent of the members voted, a drop from the 94 percent who voted on the first offer last August.

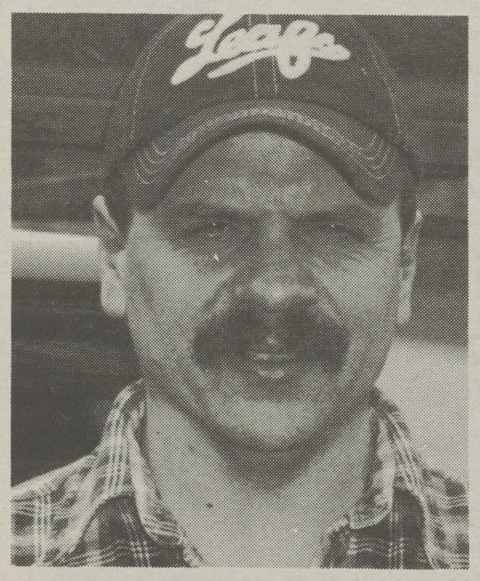
Members won a reported $120 million in additional gains over the deal they rejected. The most significant improvement was a pension increase to $65 per year of service, up from $55 in the first year of the five-year deal. The prior contract rate was $35 per year of service.

Wages will increase between eight and 27.7 percent on date of signing, (less the four percent unilateral increase Northwest instated in February). The biggest increases go to the most junior employees, whose annual take-home pay has been as low as $9,000. Members took wage concessions in their prior contract and have had no raises for 10 years.

"We will all benefit by taking home more money with this contract," said flight attendant Andy Damis, "but we should not have given away work rules and left ambiguous language that gives the company more power."

Today's gains owe to the flight attendants' contract campaign, which the IBT stopped cold after members rejected the company's first offer. Many changes sought were dropped by the union, as it took a weaker stance against the company, including the frivolous "sick-out" lawsuit that strangled bargaining (see CD #183, front page).

"For the people who supported this contract, it's a bittersweet victory," says Local 2000 base representative Ashley McNeely. "I think they know they got it because flight attendants felt that this group of leaders couldn't do any better for them. We'd lost control of the process."



MEMBER ACTION GETS RESULTS. Local 938 officials in Mississauga, Ont., thought they could make their lives easier by having steward elections by mail ballot. The only problem was that the ballots were to be mailed directly to the union hall, making a fair election highly unlikely.

Local 938 carhaulers who have been organizing since December to reform their local took action. TDU helped them get organized to pass a motion at their union meeting, requiring all terminal steward elections to be held by walk-in balloting at the worksite, with election monitors provided by each candidate.

With a fair election mechanism in place, members at the Lambeth Allied terminal were able to make their voices heard, and elected TDU leader Brian Chapman to be their chief steward. Brian is now working to improve representation at the terminal, and is leading efforts to protect the carhaul border agreement (see story page 3).

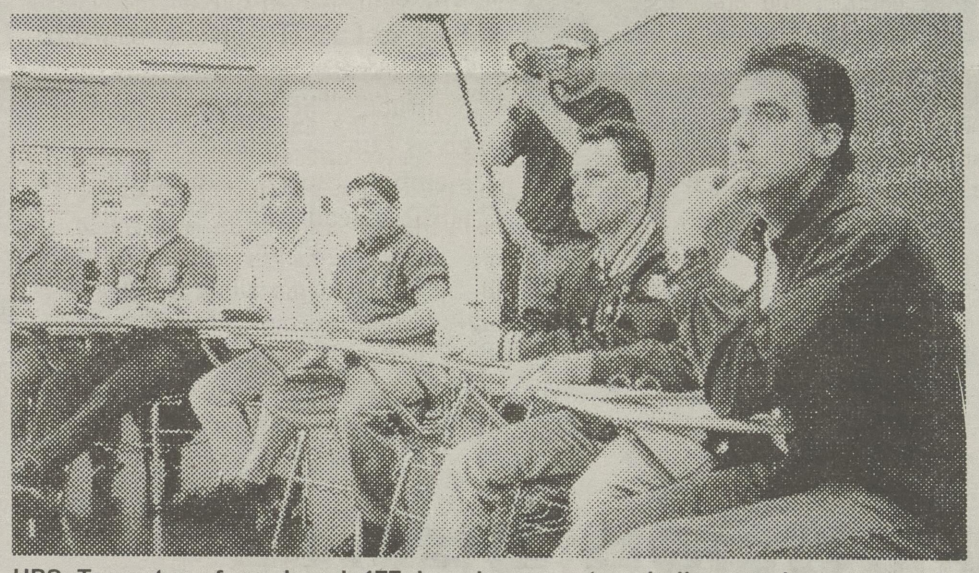
Minnesota Education Conference

The second Minnesota TDU Education Conference on April 8 was another success. Attendees came from a cross-section of manufacturing, trucking, UPS, public sector, and airlines. They participated in workshops on Legal Rights and Building Networks for Power on the Job, and they met by industry.

Secretary-Treasurer Bob Hasegawa from Local 174 in Seattle was the keynote speaker and gave an energetic boost for the coming year's activities. He talked about Local 174's recent successes (cover story, April *Convoy*), and building member power to fight, by educating and giving members responsibility.

Participants learned about important coming events, including petitioning for candidate accreditation for the next IBT election, and running for convention delegate. Activists are now planning for gathering petition signatures.

The chapter in planning a picnic to commemorate the 1934 Minneapolis Truckers' Strike and a visit by Tom Leedham in mid-July.



UPS Teamsters from Local 177 heard a report and discussed strategies for fighting production harassment in a TDU workshop. More than 70 Teamsters attended a TDU educational conference on Sunday, April 30 at Hunter College in New York City, which featured workshops on members' legal rights and special meetings for UPS, freight, warehouse and public employee Teamsters. Contact TDU to schedule a meeting in your area.

Attention Drivers and Shop Mechanics

Accuride Wheels are Scab Wheels

Members of United Auto Workers Local 2036 in Henderson. Ky., who work for Accuride, the major producer of steel truck wheels in the U.S., are asking drivers and mechanics to be on the lookout for scab wheels and to ask employers to stop buying them and ask Accuride to bargain with the union.

Accuride workers have been on strike/lockout since February 1998, and scabs have been running the Henderson plant, one of three that makes wheels.

The company's demands would have virtually ended union representation at the plant, eliminated job classifications, skilled trades work, and undercut pensions and health and welfare.

All major manufacturers of trucks and trailers buy from Accuride. Local 2036 president Billy Robinson says, "I would hope that whoever comes across a wheel marked 'Accuride' takes a long hard look at it to make sure it is totally safe, roadworthy, and defect-free."

For more information, contact Robinson by email at WRobi27316@aol.com.

Rank & File Members Want a Choice in 2001

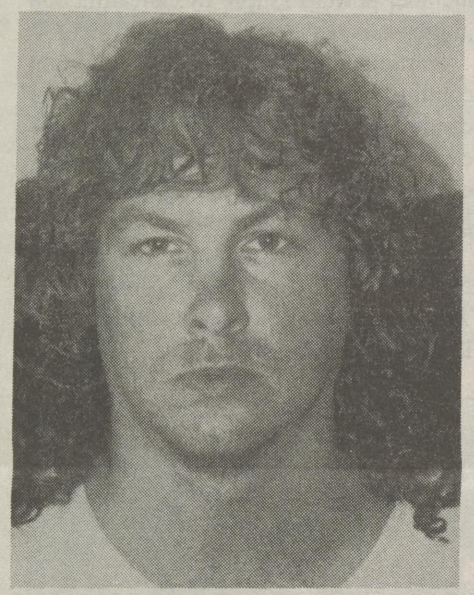
Petition Drive Fuels Democracy

Members are launching a petition drive to make sure that working Teamsters have the right to an informed choice in next year's election for International Union officers.

Your support will help keep open debate and democracy alive in our union.

Supporters of the Tom Leedham Rank & File Power Slate have to submit approximately 40,000 signatures by mid-August.

By submitting the signatures, we will guarantee that 1.4 million Teamsters will get to read the Tom Leedham Slate's views in upcoming issues of the *Teamster* magazine.

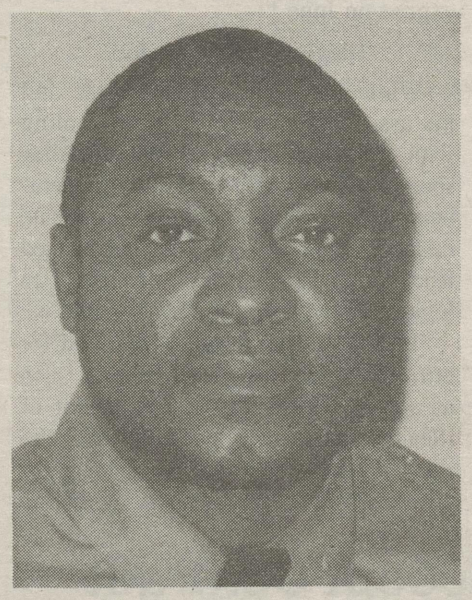


Do You Want Hoffa Negotiating *Your* Contract?

"UPS management is openly bragging about a love-fest with Hoffa and walking all over our contract. Budweiser, Northwest and other employers bargain whatever deal they want.

"Can UPS Teamsters afford to have Hoffa negotiate our next contract? The petition campaign gives us a chance to show members the alternative to Hoffa's dead end."

—Mike Solomon
Local 270, UPS
New Orleans



Give Members A Choice

"A lot of members don't know how our union operates. They don't like what they see, but they think they're stuck with it. The petition drive is our chance to show members how Teamster democracy works.

"We can strengthen our union by promoting debate and giving members a real choice about the future of our union."

—Vincent Lattimore
Local 237, School Safety Agent
New York, N.Y.

Our Job Starts Now!

- The deadline for submitting signatures is mid-August. We need to get moving now!
- Order blank petitions from the Tom Leedham Campaign at Box 15877, Washington, D.C. 20003,.

Petition Basics

- The petition drive is the first step in the election process supervised by an independent Election Administrator.
- Your social security number is required with your signature. Your social security number is your Teamster identification number. It will be used only by the Election Administrator to confirm your eligibility to sign the petition.
- Signing the petition is not an endorsement of the Leedham Slate or a commitment to vote for Leedham. If you believe that members should have a choice in the next Teamsters election, then you should sign this petition.
- All Teamster members are eligible to sign the petition. Members can sign petitions for more than one candidate. Members should **not** sign the same petition more than once.

Cast Your Vote for Democracy Today!

TDU fought long and hard for the right to elect our union's top officers. But democracy is about more than any one election. True democracy means that members are involved, educated, and active in the affairs of our union. And that's what TDU has always worked for. Want true democracy? Join today.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch*.

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local _____ .

Check or money order

Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers.